

1.01 Review of Complaints by Agency.

- (1) Transmittal of Complaint by Agency to Commission. The head of an agency shall, within two (2) business days of their receipt of a complaint alleging the misconduct of an officer from a member of the public, from personnel at the agency, or from any other source, do the following:
- (a) if the complaint does not involve (1) allegations of bias on the basis of race, ethnicity, sex, gender identity, sexual orientation, age, religion, mental or physical disability, immigration status or socioeconomic or profession level; (2) allegations of excessive, prohibited or deadly force; or (3) actions which resulted in serious bodily injury or death; and the complaint is related to minor matters, including but not limited to courtesy or basic work rule violations (e.g., tardiness, inattention to detail, equipment violations, or grooming violations):
 - (i) refer the complaint for resolution under the agency's informal resolution policy, if the agency has such a policy and such a policy is in full compliance with the minimum requirements for such policies as set out by the commission;
 - (ii) if the agency does not have an informal resolution policy or such a policy is not in full compliance with the minimum requirements for such a policy set out by the commission, or if the matter cannot be resolved under xxx CMR 1.01(1)(a)(i) for any other reason:
 - (a) maintain the written complaint and any other documentation as directed by the commission, including the name and commission certification identification number of the subject officer;
 - (b) make such complaints available to the commission upon request.
 - (b) if the complaint is not of the type described in XXX CMR 1.01(1) (a), transmit a description of the written complaint and a copy of any written complaint to the division of standards, and provide the following information, if known, in a form to be prescribed by the commission:
 - (i) the name and commission certification identification number of the subject officer;
 - (ii) the date and location of the incident giving rise to the complaint;
 - (iii) a description of the incident, including the conduct of the officer, including a description provided by complainant, as well as a description that reflects the agency's understanding of the relevant

events if that understanding differs from the complainant's description;

- (iv) the identity of the alleged victim of the misconduct described in the complaint;
- (v) the alleged victim's race, ethnicity, sex, gender identity, sexual orientation, age, religion, mental or physical disability, immigration status, socioeconomic or professional level, and any other relevant demographic information if the victim volunteered such information, provided that nothing herein should be construed to require that such information be elicited from the alleged victim or complainant;
- (vi) whether the complainant alleges that the officer's conduct: (i) was biased on the basis of race, ethnicity, sex, gender identity, sexual orientation, age, religion, mental or physical disability, immigration status or socioeconomic or professional level; (ii) was unprofessional; (iii) involved excessive, prohibited or deadly force; or (iv) resulted in serious bodily injury or death.

(c) notwithstanding the foregoing:

- (i) Anonymous complaints need not be forwarded to the commission.
- (ii) If the complaint concerns an ongoing criminal investigation, and disclosure of the complaint to the commission would compromise that investigation, no report of the complaint is required until the investigation is concluded.

(2) Standards for Agency Internal Investigation.

- (a) The agency shall commence, as soon as practicable, but in any case within fourteen (14) days, an internal investigation of the subject matter of any complaint forwarded to the division of standards under XXX CMR 1.01(1)(b).
- (b) The internal investigation may, but in the case of a complaint alleging an officer-involved injury or death, improper use of force or biased behavior shall, be assigned to an investigator employed by the agency or to an outside investigator retained by the agency. The investigator shall be free from conflict of interest, bias, prejudice or self-interest, and shall report, for the purpose of the investigation, directly to the head of the agency, or to a designated official immediately subordinate to the head of the agency, unless the head of the agency or immediate subordinate is unable to supervise the investigator due to conflicts of interest, or the potential for bias, prejudice, or self-interest.

- (c) The investigator shall:
 - (i) begin the investigation by taking all reasonable steps necessary to preserve, and consider, all potentially relevant evidence, including but not limited to documents, e-mails, text messages, photographs, audio and video recordings and the like;
 - (ii) conduct, to the extent feasible, interviews of relevant witnesses, including the complainant, the alleged victim (if different from the complainant), the officer, and any other officers present at the time of the incident. Such interviews should be audio recorded if feasible. Interviewees shall have an opportunity to be represented by counsel, union representatives, or other representatives at private expense, if they so choose. The agency shall, at its expense, provide translation services where necessary for the conduct of an interview;
 - (d) The investigation shall be conducted confidentially to the extent permitted by law; and
 - (e) The investigation shall be completed as soon as practicable, but in any case, within 180 days of the agency's receipt of the complaint. If the agency anticipates that the investigation will take longer than 180 days, the agency shall so notify the division of standards promptly, and in any event prior to the expiration of the 180 days, and shall provide a proposed schedule for completion of the investigation, and the reasons for the need for additional time to complete the investigation.
- (3) Internal Investigation Reports. Upon completion of the internal investigation, the head of the agency shall immediately transmit an investigation report signed by the investigator to the division of standards, in a form to be prescribed by the division, which includes:
- (a) a statement of the allegation of the complaint;
 - (b) a list of any witnesses interviewed, whether each interview was recorded, and a description of all evidence collected;
 - (c) whether any witnesses or evidence were inaccessible, and whether any relevant evidence was destroyed or lost and a description of the circumstances of such a destruction or loss;
 - (d) the facts found by the investigator;
 - (e) whether the facts reflect conduct proscribed by law or standards applicable to officers;

- (f) the reasons for any delay in completion of the investigation report beyond the 180 days set forth in XXX CMR 1.01(2)(e);
 - (g) any disciplinary action recommended by the investigator or a supervising officer to the head of the agency;
 - (h) any disciplinary action imposed by the head of the agency; and
 - (i) if any disciplinary action recommended by the investigator or imposed by the head of the agency included retraining, suspension or termination, a recommendation by the head of the agency as to whether and how the commission should impose disciplinary action, including retraining, or suspension or revocation of the officer's certification.
- (4) Final Disposition of Internal Investigations by an Agency. Upon determining the final disposition of the complaint and final discipline to be imposed by the agency, if any, the head of the agency shall immediately transmit to the division of standards a final report, in a form to be prescribed by the commission, which includes:
- (a) a description of the adjudicatory process that resulted in any final discipline;
 - (b) any disciplinary action initially recommended by the investigator or a supervising officer;
 - (c) any final discipline imposed by the head of the agency; and
 - (d) if the disciplinary action recommended by the investigator or imposed by the head of the agency included retraining, suspension or termination, a recommendation by the head of the agency, with supporting facts based on the investigation report and other relevant information, as to whether and how the commission should impose disciplinary action, including retraining, or suspension or revocation of the officer's certification.
- (5) Notice of Officer Resignation Pending Agency Internal Investigation or Discipline. If an officer resigns prior to the conclusion of an internal investigation by the agency or prior to the imposition of agency discipline:
- (a) The head of the agency shall immediately transmit to the division of standards a report, in a form to be prescribed by the commission, which includes:
 - (i) the officer's full employment history; including dates of hire, resignation, retirement, any promotions and assignments; a chronology of any complaints, internal investigations, reprimands, discipline imposed, retraining, or other applicable sanctions; and

any commendations and awards received by the law enforcement officer related to his/her duty as a law enforcement officer.

- (ii) a description of the circumstances, events or complaints surrounding the resignation;
- (iii) the status or results of any investigation as of the date of the transmission of the report to the Commission regarding those events or complaints; and
- (iv) a recommendation by the head of the agency as to whether and how the commission should impose disciplinary action by the commission, including retraining, or suspension or revocation of the officer's certification.

- (b) The agency shall, nonetheless, complete the investigation and, once the investigation is completed, transmit a final report that conforms to XXX CMR 1.01(4) to the division of standards.

1.02 Preliminary Inquiries.

- (1) Upon receipt and initial review of every complaint, the division of standards shall determine, whether the complaint: if the complaint does not involve (1) allegations of bias on the basis of race, ethnicity, sex, gender identity, sexual orientation, age, religion, mental or physical disability, immigration status or socioeconomic or profession level; (2) allegations of excessive, prohibited or deadly force; or (3) actions which resulted in serious bodily injury or death; and the complaint is related to minor matters, including but not limited to courtesy or basic work rule violations (e.g., tardiness, inattention to detail, equipment violations, or grooming violations). If the division so determines, it shall not be required to take any further action thereon.
- (2) If the division of standards cannot, upon initial review, make the determination described in XXX CMR 1.02(1), the division shall present the complaint, and may present any related report or evidence, to the chair and the executive director. If, at any time, the division, the executive director, or the chair recommends that the division conduct a preliminary inquiry, the chair shall place the question of whether to conduct such an inquiry on the next available commission agenda, or call a meeting for the purposes of discussion of that question.
- (3) The commission shall direct the division of standards to conduct a preliminary inquiry if the head of an agency submits, at any later time, an affirmative recommendation for disciplinary action by the commission, including retraining, or suspension or revocation of the officer's certification, or if the commission, at any time, concludes that there is sufficient credible evidence that the officer:
 - (a) was involved in an officer-involved injury or death;

- (b) engaged in behavior consistent with the commission of a felony or misdemeanor, whether or not the officer has been arrested, indicted, charged or convicted; or
 - (c) engaged in conduct prohibited by M.G.L. c. 6E, §§ 14 or 15.
- (4) At the recommendation of the division of standards, the commission may, at any time, direct the division to conduct a preliminary inquiry if the commission determines that there is sufficient credible evidence that the officer engaged in prohibited conduct other than the conduct described in XXX CMR 1.02(2)(c)(1)-(c)(3).
- 1.03 Confidentiality of Preliminary Inquiries. All proceedings and records relating to a preliminary inquiry by the division of standards, including any internal review to determine whether there is sufficient credible evidence to initiate a preliminary inquiry, shall be kept strictly confidential to the extent permitted by law, except that the executive director may provide evidence which may be used in a criminal proceeding to the attorney general, the United States attorney, or a district attorney of competent jurisdiction.
- 1.04 Required Notification of Preliminary Inquiries. The division of standards shall, within thirty (30) days of the commission's vote to authorize a preliminary inquiry, notify the officer who is subject to the inquiry, the head of the agency, and the head of the officer's collective bargaining unit, of the commencement of the preliminary inquiry and the nature of the alleged conduct at issue.
- 1.05 Conduct of Preliminary Inquiries.
 - (a) Collection of Information.
 - (i) The division of standards may, in connection with a preliminary inquiry, obtain or provide pertinent information regarding officers, agencies, witnesses, or complainants, from or to law enforcement agencies and other domestic, federal or foreign jurisdictions, including the Federal Bureau of Investigation, and may transmit or receive such information electronically or via other secure methods.
 - (ii) To support its own preliminary inquiry, the division of standards may request, by writing to the head of the agency, that the agency produce all records relating to its internal investigation of a complaint. The agency shall produce all such records to the division within fifteen (15) days of the division's demand, unless the division allows a longer period of time.
 - (iii) Upon written request by the division of standards, the agency shall make its best efforts to make witnesses available to the division, or

if requested by the division, to coordinate its internal investigation with the division's preliminary inquiry.

- (b) Subpoenas. The division of standards is authorized in the name of the commission to issue subpoenas in the conduct of preliminary inquiries, to compel the attendance of witnesses, to compel the production of documents and records at any place within the Commonwealth, to administer oaths, and to require testimony under oath. Subpoenas may be served by commission or division's employees and agents, including contracted investigators. The form of subpoenas shall adhere, in so far as practicable, to the form used in civil cases before the courts, and witnesses shall be summoned in the same manner as witnesses in civil cases before the courts.
- (c) Contractor Investigators. The commission may retain qualified contractor investigators, either directly or pursuant to contracts with private investigative businesses or other qualified entities, to assist the division of standards in conducting preliminary inquiries. Before a contractor investigator can participate in any preliminary inquiry, the investigator shall execute a certification acknowledging: the investigator's full understanding and acceptance of the authority given; the investigator's freedom from conflict of interest, bias, prejudice or self-interest; applicable confidentiality provisions; and appropriate limits to the investigator's authority.

1.06 Suspension of Certification Pending Division's Preliminary Inquiry; Interim Division Reports.

- (a) If at the time the commission authorizes a preliminary inquiry, or at any time during the course of the preliminary inquiry, the division of standards concludes that the suspension of the officer is warranted pending completion of the preliminary inquiry, the division shall inform the chair of its conclusion, and provide to the chair the evidence supporting that conclusion. If, based on such evidence, the chair recommends the officer be suspended pending completion of the preliminary inquiry, the chair shall place the question of whether to suspend the officer pending completion of the preliminary inquiry on the next available commission agenda, or call a meeting for the purposes of deciding that question.
- (b) The commission may suspend an officer pending completion of the preliminary inquiry if it determines by a preponderance of the credible evidence that such suspension is in the best interest of the health, safety, or welfare of the public.
- (c) Any suspension issued by the commission pursuant to this section XXX CMR 1.06 shall continue in effect until issuance of the final decision of the commission or until the suspension is revoked by the commission.

1.07 Reports Following Preliminary Inquiries.

- (1) Within sixty (60) days following the commission's vote to authorize a preliminary inquiry, or such additional time as authorized by the chair, the division of standards shall provide to the commission a report on its preliminary inquiry. The report on the preliminary inquiry shall include:
 - (a) a copy of any written complaint that is the basis of the preliminary inquiry;
 - (b) a clear statement of all the allegations;
 - (c) the material obtained by the division of standards from the agency, and whether any material was withheld, lost or otherwise inaccessible;
 - (d) any investigative report issued by the agency;
 - (e) a list of witnesses subpoenaed, interviewed, or contacted to testify by the division of standards;
 - (f) the facts found by the division of standards; and
 - (g) whether the division of standards concludes that the facts reflect conduct which warrants suspension of the officer's certification.
- (2) The division of standards' report on its preliminary inquiry, and any interim division report, shall remain confidential to the extent permitted by law, except that the executive director may provide the report for use in a criminal proceeding to the attorney general, the United States attorney, or a district attorney of competent jurisdiction.

1.08 Suspensions of Certifications Following Arrests, Charges or Indictments for Felonies, or Following Preliminary Inquiries; Administrative Suspensions.

- (1) The commission shall immediately suspend the certification of any officer who is arrested, charged or indicted for a felony. A sworn statement by the arresting officer, or a certified copy of the charge or indictment, shall be sufficient evidence for immediate commission action pursuant to this section.
- (2) In addition to issuing suspensions under XXX CMR 1.08(1), the commission, within thirty (30) days of its receipt of a report of the division of standards following a preliminary inquiry:
 - (a) shall immediately suspend the officer's certification if the commission concludes by a preponderance of the credible evidence that the report on the preliminary inquiry, and any supplemental information provided by the division of standards, reflect that the officer has engaged in conduct that could constitute a felony;

- (b) may suspend the certification of the officer if the commission concludes by a preponderance of the credible evidence that the report on the preliminary inquiry, and any supplemental information provided by the division of standards, reflect that an officer has been arrested, charged or indicted for a misdemeanor that affects the fitness of the officer to serve; or
 - (c) may suspend the certification of the officer if the commission concludes by a preponderance of the credible evidence that the report on the preliminary inquiry, and any supplemental information provided by the division of standards, reflect that suspension of the officer is in the best interests of the health, safety, or welfare of the public.
- (3) Any commission decision to suspend the certification of an officer pending or following a preliminary inquiry shall be transmitted immediately to the officer involved, the head of the agency, and the head of the officer's collective bargaining unit, and shall be effective upon the officer's receipt of that decision.
 - (4) Any suspension issued by the commission pursuant to this section XXX CMR 1.08 shall continue in effect until issuance of the final decision of the commission or until revoked by the commission.

1.09 Single Commissioner Review of Suspensions

- (1) An officer whose certification is suspended by the commission pursuant to XXX CMR 1.06 or 1.08 may request a hearing before a single commissioner pursuant to M.G.L. c. 6E, §9(d) in accordance with this section XXX CMR 1.09.
- (2) All requests for a hearing pursuant to this section XXX CMR 1.09 must be filed with the executive director no later than three (3) business days from the date of the commission's suspension. The failure to timely request a hearing may result in a waiver of the right to a hearing.
- (3) The request for a hearing shall include:
 - (a) The name of the officer, commission certification identification number of the officer, the agency at which the officer was employed when the complaint was filed, the head of that agency, and contact information of the individual requesting the hearing on the officer's behalf;
 - (b) the name and contact information of counsel representing the officer, if any;
 - (c) a brief description of the basis for the request for the hearing; and
 - (d) a statement regarding whether the officer seeks to invoke or waive the right under M.G.L. c. 6E, § 9(d) to schedule a hearing within fifteen (15) days of the effective date of the suspension.

- (4) The executive director shall, immediately upon a receipt of a request for a hearing under this section XXX CMR 1.09, notify the chair of that request. The chair shall, within two (2) business days of receiving the request for a hearing from the executive director, delegate to a commissioner (including the chair) the conduct of the requested hearing and instruct the executive director to schedule the hearing, between ten (5) and fifteen (15) days after the effective date of the suspension if the officer has not waived the right to a hearing within that time frame, and notify the requesting party and the commission of the date thereof.
- (5) The commissioner selected to conduct a hearing under this section XXX CMR 1.09 shall be selected pursuant to a policy to be established in advance by the commission.
- (6) Hearings held before a single commissioner pursuant to XXX CMR 109.01 shall be adjudicatory proceedings conducted in accordance with M.G.L. c. 30A, §§ 10 and 11. All hearings shall be further comply with XXX CMR 105.00, as applicable, and 801 CMR 1.01: *Formal Rules*, except that the provisions of 801 CMR 1.01(1), (2), (6), (11) and (14) shall not apply, and that the following additional rules shall supersede any inconsistent rules provided in 801 CMR 1.01:
- (a) Standard of Proof. The single commissioner shall affirm the suspension of the certification of an officer unless the single commissioner determines that the officer has demonstrated by a preponderance of the evidence before the Single Commissioner, including the evidence presented to the commission and additional evidence provided by the officer, that the officer has demonstrated that the suspension is not warranted.
- (b) Evidence.
- (i) The rules of evidence observed by courts shall not apply to hearings held by the single commissioner, but the rules of privilege recognized by law shall be observed.
- (ii) Evidence may be admitted and given probative effect only if it is the kind of evidence on which reasonable persons are accustomed to rely on in the conduct of serious affairs. The single commissioner may exclude irrelevant, unreliable, and repetitive evidence.
- (c) Discovery. No discovery shall be permitted in connection with a hearing held pursuant to XXX CMR 1.09 except upon a motion made to the single commissioner at least seven (7) days before such hearing, which motion may be granted for good cause shown.
- (d) Confidentiality. All or portions of an adjudicatory hearing conducted under XXX CMR 109.01 may be closed to the public in order to protect

privacy interests or for other good cause shown. Such a determination rests in the sole discretion of the single commissioner.

- (e) Decisions. Upon completion of the hearing, the single commissioner shall render a written decision as promptly as administratively feasible, in accordance with M.G.L. c. 30A, § 11(8). The written decision of the single commissioner shall be the final decision of that single commissioner. The filing of any appeal of a final decision of the single commissioner shall be to the Superior Court in accordance with M.G.L. c. 30A, § 14.
- (f) Judicial Review. Appeals to the Superior Court shall not stay enforcement of the single commissioner's decision, but by motion to the commission within ten (10) days of the single commissioner's decision, the commission may for good cause shown stay enforcement of the decision pending appeal to the Superior Court, or pending the final decision of the commission pursuant to XXX CMR 1.10.
- (g) Administrative Record for Judicial Review. Pursuant to M.G.L. c. 30A, § 11(4), all documents, testimony and other evidence offered and accepted into evidence by the single commissioner shall become part of the administrative record. For purposes of judicial review, the record shall include the final decision issued pursuant to XXX CMR 1.09(5)(e). Any evidence offered at the hearing, but not accepted by the single commissioner, will be marked for identification purposes only and be included in the record.

1.10 Final Disciplinary Hearings.

- (1) Applicability. The following types of adjudicatory disciplinary hearings shall be held by the full commission, but may, in the chair's discretion, be heard in the first instance by a presiding officer selected pursuant to a policy established by the commission:
 - (a) M.G.L. c. 6E, §10(a) hearings regarding mandatory revocation of an officer's certification;
 - (b) M.G.L. c. 6E, § 10(b) hearings regarding discretionary revocation or suspension of an officer's certification; and
 - (c) M.G.L. c. 6E, § 10(d) hearings regarding officer retraining.
- (2) Timing of Hearings
 - (a) The commission shall not institute a revocation or suspension hearing regarding a complaint against an officer until an officer's appointing agency has issued a final disposition regarding a complaint or one year has

elapsed since the incident was reported to the commission, whichever is sooner.

- (b) If the officer notifies the commission that the officer wishes to suspend such hearing pending an appeal or arbitration of the appointing agency's final disposition, the commission shall suspend the hearing. Any such suspension of the hearing shall not exceed one year from the officer's notice to the commission; provided, however, that at any time during which the hearing is so suspended and upon a showing of good cause by the officer, the commission shall further suspend the hearing for a period of not less than six months and not more than the commission determines is reasonable; provided, however, that any delay in instituting a revocation or suspension hearing shall not exceed one year from the officer's request.
 - (c) If the officer notifies the commission that the officer wishes to suspend such hearing pending the resolution of criminal charges, the commission shall suspend the hearing; provided, however, that the officer's certification shall be suspended during the pendency of any suspension in the hearing.
- (3) Conduct of Hearings. Hearings held pursuant to XXX CMR 1.10 shall be adjudicatory proceedings conducted in accordance with M.G.L. c. 30A, §§ 10 and 11. All hearings shall further comply with 801 CMR 1.01: *Formal Rules*, except that the provisions of 801 CMR 1.01(1), (2), (6), (11) and (14) shall not apply and that the following additional rules shall supersede those provided in 801 CMR 1.01: (prescribed by G.L. c 6E, §10(f))
- (a) Confidentiality. All or portions of an adjudicatory hearing conducted under XXX CMR 1.10 may be closed to the public in order to protect privacy interests or for other good cause shown. Such a determination rests in the sole discretion of the chair.
 - (b) Evidence.
 - (i) The rules of evidence observed by courts shall not apply to hearings held under XXX CMR 1.10, but the rules of privilege recognized by law shall be observed.
 - (ii) Evidence may be admitted and given probative effect only if it is the kind of evidence on which reasonable persons are accustomed to rely on in the conduct of serious affairs. The presiding officer may exclude irrelevant, unreliable, and repetitive evidence
 - (c) Standard of Proof.
 - (i) The commission may not order the revocation or suspension of an officer's certification unless the commission finds by clear and

convincing evidence that such revocation or suspension is warranted pursuant to M.G.L. c. 6E, §§ 10(a) or 10(b).

- (ii) The commission may not order the retraining of an officer unless the commission determines, based on substantial evidence, that retraining is warranted pursuant to M.G.L. c. 6E, § 10(d).

- (d) Collection of Information, Subpoenas and Testimony for Use in Hearings. The commission is authorized to use the same investigatory tools, including the collection of documents, issuance of subpoenas, and requirement for testimony under oath in connection with hearings under this section XXX CMR 1.10 as it is permitted to use with respect to preliminary inquiries pursuant to XXX CMR 1.05(b).

- (e) Decisions.

- (i) Upon completion of a hearing held before the full commission, the commission shall render a written decision as promptly as administratively feasible, in accordance with M.G.L. c. 30A, § 11(8). The written decision of the full commission shall be the final decision of the commission. The filing of any appeal of a final decision of the full commission shall be to the Superior Court in accordance with M.G.L. c. 30A, § 14. Appeals to the Superior Court shall not stay enforcement of the commission's decision, but by motion to the commission within ten (10) days of the commission's decision, the commission may for good cause shown stay enforcement pending appeal to the Superior Court.

- (ii) Upon completion of a hearing held before a presiding officer other than the full commission, the presiding officer shall render a decision as provided in M.G.L. c. 30A § 11(8). The decision of the presiding officer shall be called an "initial decision."

- (a) The presiding officer shall promptly provide the officer with a copy of his or her initial decision and file a copy of the same with the commission.

- (b) Upon receipt of the presiding officer's initial decision, if there is objection by the officer to the presiding officer's findings and recommendations, the commission shall set dates for submission of briefs and for any further hearing which the commission in its discretion deems necessary. The commission shall review, and may revise, the findings of fact, conclusions of law and recommendation of the presiding officer, paying due respect to the presiding officer's ability to evaluate the credibility of the testimony presented at the hearing.

- (c) The commission may affirm and adopt the initial decision in whole or in part, and it may recommit the matter to the presiding officer for further findings or a revised initial decision as it may direct. The same procedural provisions applicable to the initial filing of the initial decision shall apply to any refiled or revised initial decision after recommitment. If the commission does not affirm and adopt the whole of the initial decision, as originally submitted or as revised, it shall provide an adequate reason for rejecting those portions of the initial decision it does not affirm and adopt.
- (d) The final written decision of the commission upon review of the initial decision shall be the final decision of the commission. The filing of any appeal of a final decision of the commission shall not stay enforcement of the commission's decision, but by motion to the commission within ten (10) days of the commission's decision, the commission may for good cause shown stay enforcement pending appeal to the Superior Court.
- (e) If the commission fails to issue a final decision within 180 days of the presiding officer's filing or refiling of the initial decision, the initial decision shall become the final decision of the commission, and not be subject to further commission review.
- (4) Administrative Record for Judicial Review. Pursuant to M.G.L. c. 30A, § 11(4), all documents, testimony and other evidence offered and accepted into evidence by the presiding officer shall become part of the administrative record. For purposes of judicial review, the record shall include the final decision issued pursuant to XXX CMR 1.10(2)(e). Any evidence offered at the hearing, but not accepted by the presiding officer, will be marked for identification purposes only and be included in the record.

CONSTRUCTION; APPLICATION OF RULES; NOTICE

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2.01 General Authority of the Commission Pursuant to M.G.L. c. 6E

XXX CMR 1.00 and all regulations contained in this title are issued under and pursuant to the authority of M.G.L. c. 6E § 3(a)(28).

2.02 Definitions

As used in XXX CMR, the following words and phrases shall have the following meaning, unless the context clearly requires otherwise:

“Agency”, a law enforcement agency.

“Altercation”, an exchange between two or more persons characterized by an atmosphere of animosity and a willingness to inflict bodily harm.

“Appointing agency”, the agency appointing a law enforcement officer.

“Chair”, the chair of the commission.

“Commission”, the Massachusetts Peace Officer Standards and Training Commission established pursuant to M.G.L. c. 6E, §1.

“Commissioner”, a member of the commission.

“Division of standards”, the division of police standards established pursuant to M.G.L. c. 6E, §18

“Division of certification”, the division of police certification established pursuant to M.G.L. c. 6E, §4.

“Executive director”, the executive director of the commission appointed pursuant to M.G.L. c. 6E, §2(g).

“Law enforcement agency”, (i) a state, county, municipal or district law enforcement agency, including, but not limited to: a city, town or district police department, the office of environmental law enforcement, the University of Massachusetts police department, the department of the state police, the Massachusetts Port Authority police department, also known as the Port of Boston Authority police department, and the Massachusetts Bay Transportation Authority police department; (ii) a sheriff’s department in its performance of police duties and

functions; or (iii) a public or private college, university or other educational institution or hospital police department.

“Law enforcement officer” or “officer”, any officer of an agency, including the head of the agency; a special state police officer appointed pursuant to M.G.L. c. 22C, §§ 58 or 63; a special sheriff appointed pursuant to M.G.L. c. 37, § 4 performing police duties and functions; a deputy sheriff appointed pursuant to section M.G.L. c. 37, § 3 performing police duties and functions; a constable executing an arrest for any reason; or any other special, reserve or intermittent police officer.

“Officer-involved injury or death”, any event during which an officer: (i) discharges a firearm, as defined in M.G.L. c. 140, § 121, actually or proximately causing injury or death to another; (ii) discharges any stun gun as defined in said M.G.L. c. 140, § 121, actually or proximately causing injury or death to another; (iii) uses a chokehold, actually or proximately causing injury or death of another; (iv) discharges tear gas or other chemical weapon, actually or proximately causing injury or death of another; (v) discharges rubber pellets from a propulsion device, actually or proximately causing injury or death of another; (vi) deploys a dog, actually or proximately causing injury or death of another; (vii) uses deadly force, actually or proximately causing injury or death of another; (viii) fails to intervene, as required by M.G.L. c. 6E, § 15, to prevent the use of excessive or prohibited force by another officer who actually or proximately causes injury or death of another; or (ix) engages in a physical altercation with a person who sustains serious bodily injury or requests or receives medical care as a result.

“Presiding Officer,” the commissioner, panel of commissioners, or special hearing officer or panel of special hearing officers designated by the chair to conduct an adjudicatory proceeding pursuant to XXX CMR 1.10(1).

“Serious bodily injury”, bodily injury that results in: (i) permanent disfigurement; (ii) protracted loss or impairment of a bodily function, limb or organ; or (iii) a substantial risk of death.

“Single commissioner,” the commissioner delegated to conduct a hearing pursuant to XXX CMR 1.04.

2.03 Construction

- (1) Title XXX CMR shall be liberally construed to permit the commission to effectively carry out its statutory functions and to secure a just and expeditious determination of issues properly presented to the commission.
- (2) Unless otherwise specified, computation of any time period referred to in XXX CMR shall begin with the first day following the act which initiates the running of the time period. The last day of the time period is to be included, unless it is a Saturday, Sunday, or legal holiday, in which event the period shall run until the end of the next day that is not a Saturday, Sunday, or legal holiday. When the time period is seven (7) days or less, intervening Saturdays, Sundays, and legal holidays shall be excluded in the computation. When a time period is greater than

seven (7) days, each intervening calendar day shall be included in the computation.

- (3) Any act that must be performed “immediately” under a provision of XXX CMR or M.G.L. c. 6E shall be performed as soon as the exercise of reasonable diligence will enable such performance.
- (4) A finding by clear and convincing evidence requires more than a preponderance of the evidence, but less than the proof beyond a reasonable doubt required in criminal cases. The evidence must be sufficient to convey a high degree of probability that the finding is warranted.
- (5) If any portion of this title XXX CMR or the application thereof to any person or circumstance shall be held to be invalid by a court of competent jurisdiction for any reason, said portion shall be deemed a separate, distinct, and independent provision, and the validity of the other regulations shall not be affected.

2.04 Notices to Public

- (1) The commission shall maintain a list of individuals or entities that request notice of commission proceedings. Individuals or entities may request notice from the commission by completing a form available on the commission’s website, or by mailing a request for notice with contact information to the commission’s offices.
- (2) Notice shall be provided, in a time and manner to be determined by the commission, to those individuals or entities on the list in advance for:
 - (a) Meetings or hearings of the commission or a subcommittee thereof; and
 - (b) Other events determined by the commission, in its discretion.
- (3) The individual or entity is responsible for ensuring that the information provided to the commission for the purpose of receiving notice remains current.